

Missouri Training and Employment Council
July 23, 2002
Renaissance Hotel, St. Louis, MO

The Missouri Training and Employment Council (MTEC) meeting was called to order by chair, Patti Penny.

Patti introduced John Gaal, newest member to the MTEC. John is Coordinator for the St. Louis Carpenters Joint Apprenticeship program, which he has held since 1983. Mr. Gaal is also a part time labor liaison with the United Brotherhood of Carpenters and Joiners of America, Washington, D.C.

Patti mentioned two other new members who were unable to attend this meeting, Ronald Randen who is plant manger for Emerson Motors in Kennett, MO, and Amber Boykins, who represents part of the St. Louis City (District 60) in the Missouri House of Representatives.

Following good news with some sad news, Patti informed the council that long time member Fred Grayson submitted his resignation stating his increasing duties with Briggs and Stratton has made it difficult for him to dedicate the amount of time on MTEC matters that he felt they deserved. The MTEC Executive Committee passed a motion at their meeting last evening to present Fred with formal recognition on his tenure and dedication to MTEC.

A round of introductions by members and guests followed. During the introductions Patti congratulated Rick Beasley whom was recently named Director of the Division of Workforce Development. Mr. Beasley had previously held the position as Acting Director. Also with a big congratulations and "Welcome Aboard" was David Mitchem whom was named to serve as Executive Director of the MTEC. Mr. Mitchem previously served as Deputy Director of the Department of Economic Development (DED).

Joe Driskill introduced Jim Foley who recently accepted the position of director of policy development with the DED. Mr. Foley will be charged with guiding the completion and implementation of new economic and community development initiatives. He will also serve as the department's primary contact with the General Assembly and its leadership.

Approval of April 9, 2002 MTEC minutes

Jim Dickerson made the motion to approve the minutes with the correction to his name on the first page. John Dial seconded. Motion was approved.

WIA 3rd Quarter Report & May Expenditures

Alise Martiny-Byrd, as chair of the Program Coordination Committee, spoke on both subjects. WIA Performance-EZ chart under tab 2 of the MTEC binder, show WIA performance is meeting or exceeding most of the individual measures.

May expenditures are doing well.

Per policy made at the April 9, 2002 meeting, each local workforce investment board must expend all administration and Title I Dislocated Worker formula funds from any prior year plus at least 80% of their current year allocation by June 30 of each year (September 30, 2002 for PY'01 funds). Jefferson/Franklin are better than they appear on the report as they are in process of paying bills.

Discussion included several questions.

Why do only WIA performance reporting appear in the informational binders for each meeting? There are a number of programs that make up the system so why are they not also on the agenda so we get a clear picture of how the "system" is doing?

With a number in agreement Staff was asked to work on achieving reports from all programs for the next meeting.

Why is it so difficult to reach the youth projections?

There are a number of reasons. Some deal with following or tracking youth, creditability, dropout rate and the ability to move quickly from job to job.

How well are we doing understanding the results?

Right now we are $\frac{3}{4}$ of the way into the results. The calculations are complex and not sure if we will ever achieve 80-90% due to the calculation.

What services are the expenditures in, as it doesn't seem to be reported that way?

Understand the concern. With the short amount of time that areas were given to expend their PY '01 funds we should make sure monies are being used in the appropriate services and programs.

Alise presented to the Full Council a motion approved by the Executive Committee.

I move that the Program Coordination Committee research the topic of quality state and local boards, training available, certification procedures and other relevant information from other states or from national sources. Upon completion of the necessary research, the Program Coordination Committee would provide a policy recommendation to MTEC about certification of quality boards and methods to reward or sanction local boards based on quality and as the criteria is consistent with the actions taken from the full MTEC Board of April 9, 2002.

Bill Treece second.

Ben Uchitelle asked when the research would be complete?

Alise answered that researching/study of best practices, training and procedures maybe something that would be on going to keep abreast of new ideas, but her committee hoped to have something toward a policy in update or draft form by the October meeting.

Patti asked if the policy would include something on youth boards?

Alise answered if that is the way the council would like to go it could be included.

Motion Passed.

In conclusion Alise told the council that the State plan modification had been sent to USDOL. DOL had responded that they might not accept the WIA reobligation/deobligation portion the council adopted at the April 9 meeting. Staff has sent the Governor a request to submit a waiver for approval based on the expenditures not obligations as cited in the section of the regulations dealing with the Governor's ability to establish those policies.

Special Focus

The Executive Committee at last night's meeting approved a recommendation by the Special Focus Committee.

The Executive Committee ask that the Full Council accept local diversity status reports as indicating that all local workforce investment areas are either in compliance with the diversity policy or are in progress toward meeting the policy.

Jim Dickerson made the motion with Ben Uchitelle seconding. **Motion passed.**

Ron Vessell suggested that the one-stop committee get monthly update on how the local board diversity is progressing.

MERIC Proposal

The Executive Committee was presented and accepted a recommendation from the Evaluations and Awards Committee for upcoming research for the workforce development system. John Wittstruck made the motion.

The Evaluation and Awards Committee recommend the MTEC accept the Missouri Economic Research Information Center's (MERIC) workforce development system research proposal. In taking this action, the MTEC recognizes the importance of research as it informs public policy discussion and decisions by other constitutionally and statutorily established by citizen boards, the deliberations and actions of which, also have an affect on the outcomes of the states workforce development system. The MTEC further recommends, therefore, that the MTEC partner agencies continue to share data and data bases as has been the practice since 1997 to assist each partner agency and respective boards in carrying out their own or collaborative research agenda as it relates to Missouri's overall workforce and laborforce development system.

Catherine Leapheart second.

Virginia Mee commented that as part of the Evaluation and Awards Committee she wanted to commend the University of Missouri - Columbia (UMC) work on the Return on Investment (ROI) research. They have done a tremendous job on presenting the facts for the MTEC's request on ROI. She realizes that it was not an easy job to gain all the information from each agency and

amalgamate it into a report on trends in the workforce system. The information deals with the past and how we have done. We can look at what we need to do better and where we were lacking. MERIC's information is innovative and up-to-date. More of where we are now and where we need to be. They have a wealth of economic research resources available that we believe can be customized to our needs right now.

John Wittstruck also wanted to go on record as saying he thought UMC, Dr. Troske, Mueser and Miller have done an extraordinary job.

Motion passed.

Strategic Planning - Preparing the Workforce for the Next Economy

Rick Beasley introduce Jim Clinton with the Southern Growth Policy Board.

Jim began his presentation with an overview of the Southern Growth Policy Board. The Board for nearly 30 years has been the South's leading center for new ideas and practices in policy designed to encourage the regions' economic development and strengthen it's quality of life. Governed by a board that includes the governors of 13 states and Puerto Rico, plus legislative and citizen appointees, Southern Growth's work focuses on four main areas: technology and innovation; globalization; communities; and workforce.

Their mission is to develop and advance visionary policies by providing an active forum for partnership and dialog among Southern governors, legislators, and stakeholders from business, academia and the economic and community development sectors. Southern growth actively facilitates the partnership and dialog by providing authoritative research, information and cutting-edge projects.

Jim presented information from the 2002 Report on the Future of the South, "The Mercedes and the Magnolia, preparing the Southern Workforce for the Next Economy." The report profiles some best practices in workforce development and comparisons of the southern economy with the rest of the US.

The report looked at the state of the Southern workforce now and what can it do to improve. Between 1980 and 2000, the region's ability to close the income gap between itself and the nation as a whole stalled. In 2001 the income gap was still significant with the south's per capita income 18 percent below the U.S. average. The report quoted, "The failure to eliminate the gap may be tied directly to our failure to respond adequately to the rise of the knowledge economy, where technology-intensive jobs pay an average 95 percent more than other jobs."

The Council for a New Economy Workforce (CNEW) was established. They developed a single goal to encompass the workforce aspirations:

Create a talent pool capable of meeting current market needs as well as the opportunities of the emerging, knowledge-based economy.

Three primary recommendations were developed to achieve the goal.

- 1) Create seamless workforce systems that maximize client control over the outcomes.
 - Clients: the businesses that create the jobs and the people who need education and training to work for a business or become an entrepreneur.
- 2) Identify and develop underutilized sources of workers and talents
 - Women, minorities, retirees, immigrants, the disabled....
- 3) Create a self-directed workforce with the attitudes, learning habits and decision tools necessary for making wise career choices throughout life.
 - Lifelong learning, multiple careers

Jim asked the MTEC to think about what, as a state, do we want to achieve.

Jim talked about the vision and mission of the Southern Growth Policy Board and the strategic way they begin their process with the SWOT Analysis. SWOT stands for Strengths, Weaknesses, Opportunities, and Threats. Looking at these you can then determine:

The Goals

- Specific accomplishments needed to achieve the overarching vision.

The Objectives;

- Quantifiable interim steps toward achieving the long-range vision and goals. Linked directly to goals, objectives are measurable, time-based statements of intent. They emphasize the results of actions at the end of a specific time period.

The Strategies;

- Specific courses of action that are time defined and effective in reaching the identified objectives.

Metrics;

- Specific quantifiable or qualitative benchmarks that should occur as a result of implementing the goals and objectives.
 - Input metrics
 - Outcome metrics
 - Behavior change metrics

Jim provided a very insightful look at Missouri's workforce compared to the South and the U.S.

Jim finished with a look at Missouri priorities.

Return on Investment Report

Peter Mueser presented the last in the series of Return on Investment reports “Changes in the Characteristics of Workforce Development Participants Between Program Year (PY) 1995 and Program Year 1999” prepared by the Department of Economics, University of Missouri-Columbia (UMC).

In this report the UMC examined in detail how the characteristics of workforce development participants change over time, looking first at changes in the pattern of employment and earnings for participants both prior to and after participating, and then examining how the demographic characteristics of participants have changed over this period.

The findings are consistent with their hypothesis that between PY 95 and PY 98, when the Missouri economy was growing, the typical WFD participant was someone who left a previous job and entered the system in order to obtain the skills necessary to find a better job. In contrast, between PY 98 and PY 99 when the Missouri economy began contracting the typical participant in the system was someone who lost a previous job and was looking for help in finding a new job.

These findings lead UMC to make the following recommendations.

- Service providers need to take current economic conditions into account when deciding on the mix of services to provide. In periods of economic expansion providers should consider allocating resources towards more intensive services such as education related-services and classroom training, Since these are the types of services that provide participants with the skills necessary to obtain better jobs. In contrast, during periods of economic contraction, providers should allocate more resources towards job search and assessment services since these are the services that help participants quickly find new jobs.
- MTEC also needs to take economic conditions into account when evaluating the performance of the WFD system. The return on more intensive education services typically accrues over a number of years. Therefore, MTEC should consider measuring the returns on these services over a number of years and not just in the year following participation.
- MTEC also should continue to emphasize the integration of the programs in the WFD system through the one-stop centers. The one-stop centers provide more flexibility in providing services and will better enable providers to quickly respond to changing economic conditions.

Missouri System of Higher Education

John Wittstruck

The presentation provided an overview of the state’s system of Higher Education and presented a variety of data and other information used by the Coordinating Board of Higher Education (CBHE) in promoting statewide initiatives and investment and informing its public policy recommendations and decisions.

Dr. Wittstruck explained the building blocks for the coordinated plan to achieve their mission, *“To foster a thriving system of quality higher education that improves the lives of all Missourians.”* These included

system strength, institutional strength, public engagement, student success (participation), student success (performance).

Some of the research they have done was achieved by testing the teachers using an ACT. This was used to study teacher quality, how that effects student performance and teachers earnings.

Selected statewide initiatives to increase student success and performance focused on learning and to bridge achievement gaps. Partnering with the Department of Elementary and Secondary Education (DESE), CBHE is working on enhanced performance of K-16 system by

- Advanced placement institutes
- AP advisory council with college and high school faculty
- Scholarships for advanced placement students
- Postsecondary technical education – area vocational technical schools linked with community colleges
- Missouri academy of Science, Mathematics, and Computing at Northwest Missouri State University
- GEAR UP

CBHE partnered with the Missouri Governor, DESE, DED, Department of Agriculture, Life Science Industry and the Missouri Colleges and Universities on a public engagement initiative, “Build Capacity in the Life Sciences.

On their system strength CBHE has several initiatives Dr. Wittstruck mentioned, such as,

- The Missouri Research and Education Network (MOREnet).
- MOBIUS which links Missouri academic libraries
- Missouri Learner’ Network –off-campus, technology-mediated courses and degree programs offered by participating colleges and universities in one online database. There are 43 participating institutions with a total of 807 courses.

Dr. Wittstruck also gave us a look at their performance indicator survey, bench marks and trend lines.

Meeting was adjourned.

MTEC members and staff were then treated to a luncheon and tour of Boeing. We want to express our sincere thank you to David Heath and the Boeing Company for extending the invitation and providing us with a delicious lunch and an extraordinary tour